



Emp Code - 814070
Date – 1st September 2025

Shridhar G
C/O Gangahonnaiah,Rangammanapalya
Kunigal Taluk VTC: Huthri, Sub district: Kunigal
District : Tumakuru pin code - 572126

Sub: Appointment on Fixed Term Contract Basis

Dear Mr, Shridhar

We here by appoint you as Engineer Lab on the following terms and conditions:

- 1. Term of Engagement:** Your assignment shall be for a period of **12 months** commencing from, **22nd August 2025** till **31st August 2026**. This assignment is for project requirement during this period. This contract will automatically cease on the expiry of the project or on termination of the contract before the expiry date of the said contract. This agreement shall not be extended unless warranted and the same shall be extended only in writing.
- 2. Posting:** You will be initially posted at **Bangalore**, and you shall report to **Manager - Lab**. You are liable to be posted anywhere in India on the basis of exigencies of work without any change in service conditions. You shall accept the said posting forthwith.
- 3. Termination:** Except as otherwise provided herein, this assignment can be terminated without cause by either party, by giving a written notice of such termination at least **30 days** prior to the date of such termination or payment of compensation in lieu of the shortfall in notice.

It is further understood and agreed that this assignment may be terminated by the company immediately for any cause, including, but not limited to your violating the provisions of this contract or omission or commission which is enforceable in the court of law or involves any breach of law in India or is guilty of misconduct or negligence in the judgment of the company and/or its Client. The company and its client shall have the right to seek any and all appropriate legal and equitable remedies in the event of your committing any act as above. The management has unfettered right to terminate the contract without assigning any reason by giving 30 days' notice or compensation in lieu of notice.

- 4. Availability:** You shall be available for work at all times as is advised by the Company and/or the client and shall be required to work for such hours as are necessary to complete the assigned project. In addition, it is expressly understood that you will be required from time to time, on the basis of the job requirement, to cover critical operations and/or any unforeseen circumstances. During the tenure of this agreement, you shall not take any other assignment without the written approval of the management.



5. **Conflict of Interest:** During the tenure of your assignment with the company, you shall not acquire, directly or indirectly, any interest in any supplier or competitors of the company. The word "supplier" shall mean any concern, corporation or organization, regardless of its legal entity, with which the company has business relations of any type whatsoever.
6. **Confidentiality:** It is understood and agreed that during this assignment you may have access to or obtain knowledge of sensitive and confidential information pertaining to technology, trade or proprietary information or knowledge concerning the project upon which you are working, which are valuable, special and unique assets of the Company and/or the Client's. It is agreed that you will not, at any time or in any manner, either directly or indirectly use such information for your own benefit; or divulge, disclose, communicate, or permit to be disseminated, such information to any third party, without the Company's prior written consent. A violation of this provision will be a material breach of this contract and the Company and/or its clients shall have the right to seek any and all appropriate legal remedies. These confidentiality provisions will remain in full force and effect for **three (3) years** after the termination of this assignment.
7. **Agreements with the Company's Clients:** You shall be bound by any/or all reasonable restrictions or conditions as may be set forth in this assignment by and between the company and its clients and shall execute or cause to be executed, any and all documents or certificates necessary to accomplish these ends in accordance with the agreed schedule, following progress/completion of the project, or completion of your services in connection with the project.
8. **Compensation:** You shall receive compensation as outlined in the Annexure to this letter and will be governed by the rules of the company and applicable law. You shall also be governed by the statutory rules as applicable to the employees if you are eligible for such benefits under such statutes. All payments are subject to statutory deductions as per the prevailing laws and company rules. You will be reimbursed travel, lodging and boarding expenses during business visits, if applicable and as per company guidelines, subject to submission of supporting bills/documents, duly approved by your Reporting Manager.
9. **Leave:** You will be entitled to all declared paid holidays of the Company and other holidays as per the prescribed statutes from the date of your joining. You will be entitled to leave of **24 (Twenty four) days for the duration of this contract**. This leave cannot be carried forward or encashed. The unavailed leave will automatically lapse upon expiry of this contract or at the termination of the contract as per Clause 3.
10. **Taxes:**
- You shall be governed by Indian tax laws as per its applicability.
 - The Company shall deduct tax at source from the money payable to you as per provisions of the Income Tax Act, 1961.



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11. **Insurance:** You will be covered under personal accident insurance by the Company.
12. **Compliance:** You shall be responsible for safety, related to and during the performance of the work hereunder, and shall comply with the requirements of the Company all applicable laws, ordinances, rules and regulations relating to or affecting the work hereunder or any part thereof.
13. **Intellectual Property and Materials:** Any new items of intellectual property discovered or developed by you while performing services for the Company, under this assignment shall remain as the property of the Company. Upon request, you shall agree to sign any documents reasonably necessary to assign your rights in such property to the Company. "Intellectual property" shall include copyrightable works, inventions and patents, trademarks and trade names, or applications thereof. All materials including but not limited to the Company brochures and process instructions, client instructions, the Company, or client forms, and drawings shall remain the property of the company or its clients, and shall be returned to the Company, immediately upon completion or termination of the assignment.
14. **Sole and Exclusive Occupation:** During the tenure of your assignment, you shall devote your whole time exclusively to the duties of the company. You shall not engage yourself, directly or indirectly, with or without remuneration in any trade, business, occupation, service or calling which is similar or substantially similar to that carried on by the company without the prior consent, in writing of the company nor will you undertake any activity which is contrary to or inconsistent either with your duties and obligations or with the company's interest.
15. **BV Code of Ethics:** You shall abide by Bureau Veritas Code of Ethics and Bureau Veritas Core Values, while performing the jobs entrusted to you. You will be inducted on the same upon joining. You are required to carefully read, understand and implement its provisions, as applicable to you.
16. **Safety Guidelines:** You shall abide by Bureau Veritas safety guidelines, as prescribed in HSE management systems manual - BS OHSAS 18001 and ISO 14001, as applicable and relevant to your job.
17. **Declaration:**
- This assignment is valid only on submission of proof of your date of birth, as well as certificates and testimonials in support of your qualifications and experience.
 - It is understood that our decision to appoint you is based on information, personal & professional, provided by you in the application and during the time of the interview you had with us. If, at a later date, the information is found to be incorrect or misrepresented, your assignment will be terminated, without any notice or salary in lieu of notice.



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18. Medical Fitness: This assignment is subject to pre and/or post-employment medical check-up carried out by the Company's appointed healthcare partner. If you are found medically unfit, your assignment will stand cancelled automatically. During the tenure of assignment, in case you are found to be medically unfit to perform your normal duties, your services will be terminated after being examined by the Healthcare Partner.

19. Discipline:

- a) The Company will have the right to terminate your services, should you be found guilty of any misconduct or breach of any of the terms of this contract or commit any act which in the sole opinion of the company, is or is likely to be, detrimental to its interest or subversive of discipline or is inconsistent with this contract, expressed or implied.
- b) This contract may be terminated forthwith without prior notice or compensation in lieu of that, if you shall at any time:
- Be in breach of Company's Code of Ethics; or
 - Be in breach of this contract; or
 - Apply to be adjudicated as insolvent; or
 - Be adjudged an insolvent; or
 - Be convicted by a Court of any offence involving moral turpitude and are sentenced in respect thereof; or
 - Indulge in grave misconduct, insubordination or indiscipline.

20. Other Provisions:

- a) **Entire Agreement:** This assignment is one and indivisible and can be modified only by a written agreement signed by the parties.
- b) **Governing Law:** This assignment is governed by and is to be construed in accordance with the laws of India, and shall be subject to jurisdiction of Courts in Mumbai, Maharashtra.
- c) **Notice:** Any notice required to be given hereunder shall be deemed to have been sufficiently given when served personally or when sent by registered mail, or email addressed to the parties at the addresses set forth in this agreement or such other address as has been designated by written notice.
- d) **Severability:** If any provision of this contract is held to be invalid for any reason, the remaining provisions shall continue to be valid and enforceable.
- e) **No Waiver:** The failure of either party to enforce any provisions of this contract will not be a waiver or limitation of that party's right to subsequently enforce that provision or any other provision hereof.
- f) **Captions:** The captions in this assignment are for descriptive purposes only.
- g) **Binding Effect:** This contract is binding on the parties hereto.

You are requested to make a careful note of the various terms and conditions of your assignment, which will be binding on you and the company. The company may come out with new rules and regulations from time to time and the same shall have a binding effect upon you.

Kindly return to us the enclosed duplicate copy of this letter duly signed by you in token of your confirmation and acceptance of the above terms and conditions.



Wishing you the best in the discharge of your responsibilities.

Yours faithfully,

For BUREAU VERITAS (India) Pvt. Ltd.,

I hereby accept the above mentioned terms and conditions of the assignment, which have been carefully read and fully understood by me. The original of this letter has been received by me.

Lavina Das
Director – Human Resources
South Asia Region

Name : Shridhar G

Signature :

Date : 22/08/2025

Enclosure:

1. Annexure - Statement of compensation
2. Job Description



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**ANNEXURE TO APPOINTMENT LETTER DATED: September 1st, 2025
STATEMENT OF SALARY PACKAGE & BENEFITS**

Name : Shridhar G
Position : Chemist
Location : Bangalore

Salary Details	Amount (INR)
Monthly Allowances (A)	
Basic Salary	18200
House Rent Allowance	5460
Other Allowance	1340
Sub - Total (A)	25000
Retiral Benefits (B)	
Provident Fund	2184
Sub - Total (B)	2184
Total Cost to Company (CTC) / month (A)+(B)	27184
Annual Cost to Company (CTC)	326208

Note :

You will covered Under the Group Accident Insurance Scheme for self.
You will be covered under ESIC as applicable.
Employees governed by the Payment of Bonus Act will be paid Bonus amount as applicable
The above mentioned allowances / benefits / entitlements and their conditions are governed by the Company policies and procedures as applicable from time to time.

Bureau Veritas (India) Private Limited,

Lavina DAS
Director - Human Resources
South Asia Region



JOB DESCRIPTION FORM

Job Title : Chemist
Entity : Bureau Veritas (India) Pvt Ltd
Location : Bangalore
Reports to (job) : Chemical Manager – B&I Lab

➤ Purpose of Position

- The job incumbent is responsible to. Analyse Antibiotic and Drug Residues in Sea Food Samples as per Customer/Regulatory requirement.
- The position performs in line with the Bureau Veritas Lab testing activities including the BV Code of Ethics and the BV Group policy.

➤ Major Responsibilities

- Report to the Manager – section In-Charge
- Responsible for maintenance, calibration and intermediate checks of instruments/glassware's.
- To follow indenting, receipt, inspection and storage of CRM and consumables.
- Preparation of Standard operating procedure.
- To Assisting the Section In charge for preparing ILC/PT Programmes and uncertainty measurements.

➤ Roles & Responsibilities for HSE

- Responsible for compliances of all applicable statutory laws and regulations as well as Group HSSE policies and procedures etc. in relation to Health, security, safety and environment and workmen employment.
- Responsible for establishing, implementing, monitoring and reviewing the HSSE Management System (in line with ISO14001:2015 & ISO 45001 standards) within his/her Region/Location/Team
- Responsible to take reasonable care on health and safety of their own, colleagues and others working surroundings.
- Responsible to report promptly to immediate superior on any abnormalities and incidents found related to Health, Security, Safety and Environment.

➤ **Criteria for Performance Evaluation (KPIs)**

- Reporting results as per TAT
- Technical competency and performance in the Audit.
- Achievement of Z score in PT ILC.
- Addition of new techniques and updating latest skills

➤ **Qualification and Experience**

- B Sc /M Sc degree
 - Work experience – 1-2 years in field of construction material testing
 - Conversant with testing standards, codes and procedures for building materials – cement, concrete, steel, etc.
 - Preference for experience in accredited testing laboratory
 - Experience in site lab of any specific project
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Page 1	JD Approved by :	Surajit Pan	Business Line:	B&I
	JD Approval Date :	20-AUG-2016	Prepared by:	Amreen Shareff
	Reference:	JD PROJECT	Ref. Code/Rev	REC/JDF/JUN2018/R1